

**CITY OF BRAZIL, INDIANA
ORDINANCE 27-2006**

**AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS AND
EMPLOYEES OF THE CITY OF BRAZIL, INDIANA FOR THE YEAR 2007**

BE IT ORDAINED by the common council of the City of Brazil, Indiana, that:

Section 1. Definitions/Explanations:

- a) The number listed in the column next to the Department/Positions column (Budget Estimate) represents the approximate dollars that the incumbent in the position would earn for the 2080 work hours (and holiday hours) in the year 2007 for full-time employees and is the approximate amount budgeted for said positions. These figures are for informational purposes only. The percentage figures in brackets ([]) in the department categories represent the approximate percentage of salary or wages from each fund for that position. The dollar figures and the letter indicate the approximate amount to be paid from the fund as indicated by the letter or the General Fund if no letter is present.
- b) **GF** shall mean City General Fund
- c) **M** shall mean Motor Vehicle Highway Fund
- d) **P** shall mean Park and Recreation Fund
- e) **C** shall mean Cemetery Fund
- f) **S** Shall mean Sanitation Fund
- g) **G** shall mean Golf Fund
- h) **WW** shall mean Wastewater Utility Fund
- i) **W** shall mean Water Utility Fund

Section 2. From and after the first day of January, 2007, the maximum salary and pay schedule for appointed officers and the employees of the City of Brazil, Indiana shall be fixed as follows:

TO THE COMMON COUNCIL OF THE CITY OF BRAZIL, INDIANA

I, the undersigned, Thomas L. Arthur, Mayor of the City of Brazil, Indiana as required by Indiana Code 36-4-7-3 and Indiana Code 36-8-3-3, do hereby fix the maximum salaries, hourly rates and pay schedule of appointed officers and employees of the City of Brazil, Indiana, beginning January 1, 2007, as noted and continuing thereafter until duly changed, request that such salary rates be approved by the Common Council as follows:

BRAZIL CITY SALARIES AND WAGES – 2007

DEPARTMENT/POSITIONS

Budget
Est.

BASE PAY

Bi-Weekly
Pay
Amount
Maximum
for
Hourly
maximum
Rate Annual

Salary (Beginning Payday 1-11-07)

Clerk-Treasurer

Deputy Clerk-Treasurer (1)		GF [50%]	WW [25%]	W [25%]	\$11.91	
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Mayor

Administrative Assistant (1)	\$22,200	GF [50%] \$11,100	WW [25%] \$5,550	W [25%] \$5,550		\$853.85
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Council

City Hall Custodian (1-1/2 Time)					See hourly rate schedule 'A' below	
HR/Safety Director (1)	\$24,772.80	GF [33.4%] \$8,257.60	WW [33.3%] \$8,257.60	W [33.3%] \$8,257.60	\$11.91	
Board of Public Works Members (2)	\$1,000	GF [50%] \$500	W [25%] \$250	WW [25%] \$250		\$38.46

Planning & Zoning

Administrator (1)	GF \$24,772.80				\$11.91	
Building inspector (1)	GF \$22.50 per inspection					

Department of Law

City Attorney	\$23,640	GF [50%] \$11,820.00	W [25%] \$5,910.00	WW [25%] \$5,910.00		\$909.23
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Police Department

Chief Dispatcher (1)	GF \$23,212.80				\$ 11.16	
Dispatcher (3-FT; Total Part-Time hours shall exceed 1300 annually)					See hourly rate schedule 'A' below	

Motor Vehicle Highway

Superintendent (1)	\$24,772.80	M [50%] \$12,386.40	S [50%] \$12,386.40		\$11.91	
				W- [12.5%] \$3,096.60 WW [12.5%] \$3,096.60		
Mechanic (1)	\$24,772.80	M [50%] \$12,386.40	S [25%] \$6,193.20		\$11.91	
Laborers (8-FT	M				See hourly rate schedule 'A' below	

Park and Recreation

Superintendent (1)	P \$24,772.80				\$ 11.91	
Temporary Laborer (1-max of 1120 hours annually; 1-max 560 hours annually; 1-max of 224 hours annually)	P				\$7.96	
Pool Manager (1)	P				\$10.71	
Assistant Pool Manager (1)	P				\$7.25	
Senior Lifeguard (lifeguard with at least one year of experience with the Forest Park Pool)	P				\$6.25	
Junior Lifeguard	P				\$6.00	
Cashier	P				\$5.25	

The maximum number of hours for Senior Lifeguards, Junior Lifeguards, and Cashiers shall not exceed 3,650 annually.

Sanitation Department

					See hourly rate schedule 'A' below plus 20 cents per hour	
Laborer (3)	S					

Forest Park Golf Course

Golf Pro/Manager (1)	G				\$35,595	
Superintendent (1)	G				\$38,850	
Junior Cart & Clubhouse attendant	G				\$6.00 - \$6.75	
Senior Cart & Clubhouse attendant	G				\$7.00 - \$8.00	
Pro Shop Attendant	G				\$7.00- \$7.75	
Sr. Pro Shop Attendant	G				\$8.00 - \$9.50	
Entry Level Grounds Maintenance Personnel	G				\$6.50 - \$7.00	
Junior Grounds Maintenance Personnel	G				\$7.00- \$8.00	
Senior Grounds Maintenance Personnel and Mechanic	G				\$8.00 - \$10.00	

The number of pro shop and maintenance will be determined by the Brazil City Golf Board. The number of positions shall not exceed their 2007 budgeted amount for labor.

Water Treatment Plant

Operator	W \$28,080.00				\$13.50	
Laborer (4)					See hourly rate schedule 'A' below	

Water Distribution Department

Superintendent	W \$24,772.80				\$11.91	
Laborer (6)					See hourly rate schedule 'A' below	
Inventory Clerk (1)					See hourly rate schedule 'A' below	

Utility Office (Customer Accounts—Water and Wastewater)

Office Manager	\$24,772.80	W [50%] \$12,386.40	WW [50%] \$12,386.40		\$11.91	
Assistant Office Manager	\$23,212.80	W[50%] \$11,606.40	WW [50%] \$11,606.40		\$11.16	
Accounts Payable Assistant		W [50%]	WW [50%]		See hourly rate schedule	

					'A' below	
Accounts Receivable Assistant		W [50%]	WW [50%]		See hour rate schedule 'A' below.	
Meter Reader (2)		W [50%]	WW [50%]		See hourly rate schedule 'A' below	

Wastewater Collections Department

Superintendent (2)	WW \$24,772.80				\$11.91	
Laborer (2)	WW				See hourly rate schedule 'A' below	

Pumping Operations

Manager (1)	WW \$24,772.80				\$11.91	
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Wastewater Treatment Plant

Superintendent (1)	WW \$24,772.80				\$11.91	
Laborer (8)					See hourly rate schedule 'A' below	

Section 3. Hourly Rate Schedules

Schedule 'A'

Beginning Rate	\$8.19
After 6 months	8.72
After 1 st year	9.37
After 2 nd year	9.82
After 3 rd year	10.19
After 4 th year	10.46
After 5 th year	10.66

Section 4. Additional Compensation

- Back-hoe Operator (water & wastewater only) \$0.20 above regular hourly rate.
- CDL license holder \$0.20 above regular hourly rate.

Section 5. Minimum Wage

In the event that an hourly rate set forth by the City of Brazil falls below the minimum hourly wage set forth by the U.S. Department of Labor, then, the hour wage shall be adjusted to meet said minimum amount, to the extent that same is below said amount.

Section 6. Health/Accident Group Insurance

- (a) Each permanent full time city employee for the City of Brazil shall be offered individual health insurance for the calendar year 2007. Each employee that carries family coverage is responsible to pay 10% of the premium cost per month to be deducted twice a month. No premium deductions shall be taken on the third payday during any month that contains three paydays.
- (b) Each permanent full time city employee for the City of Brazil, which that is eligible for Medicare coverage under 42 U.S.C. 1395 et seq., shall be offered an allowance in the same amount as an individual Medicare supplement plus all respective payroll taxes. Any permanent full time city employee for the City of Brazil, which is eligible for Medicare coverage under 42 U.S.C. 1395 et seq., and who's spouse is eligible for Medicare coverage under 42 U.S.C. 1395 et seq., shall be offered an allowance in the same amount as an individual Medicare supplement plus all respective payroll. The employee must provide proof of Medicare supplement coverage for the calendar year 2007. The employee shall receive the allowance on or before January 10, 2007.

Section 7. Life Insurance

Each permanent full time city employee for the City of Brazil shall receive premiums for applicable group life insurance that is subscribed to by the City of Brazil.

Section 8. Long Term Disability

Each permanent full time city employee shall receive Long Term Disability Insurance for the calendar year 2007.

Section 9. Overtime

Unless in conflict with any standard set forth by the U.S. Department of Labor, each city employee who is employed on an hourly basis, as set forth hereinabove, shall receive overtime compensation equal to one and on-half time the hourly rate provided herein, for all work authorized and performed in excess of forty (40) hours per seven day work week.

Section 10. Vacation Compensation

Each permanent full city employee for the City of Brazil shall receive paid vacation, based upon the number of continuous years of services, as follows:

<u>YEARS OF SERVICE</u>	<u>WEEKS OF VACATION</u>
1-5	2 (80 hours)
6-14	3 (120 hours)
15-19	4 (160 hours)
20+	5 (200 hours)

Permanent part-time employees will be eligible for a corresponding number of vacation days as workdays following the above schedule. (Example, average work week of thirty (30) hours will equal thirty (30) hours of vacation). The average work week is defined as the average number of hours worked in the last six (6) months.

Employees may "sell" vacation time accrued and be paid for same in lieu of taking vacation time, if cleared by the Department Supervisor, as in accordance with applicable City Ordinances. All vacation time taken must be cleared with the Department Supervisor at least two (2) weeks in advance. Employees are limited to selling only up to two (2) weeks of accrued vacation time.

Section 11. Deferred Compensation

Each permanent full time city employee for the City of Brazil who as a deduction taken from his payroll check for Deferred Compensation will have a matching amount up to \$390 deposited into his/her account by the City of Brazil.

Section 12. Conflicting Provisions

All ordinances or any parts thereof previously enacted by the City of Brazil Common Council which are in conflict with the provisions set forth by this ordinance, are hereby repealed upon passage of same by this Common Council, effective on the date of this ordinance becomes law.

NOW, THEREFORE BE IT ORDAINED by the City of Brazil Common Council as follows:

1. The foregoing Salaries having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
2. The foregoing minimum wage having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
3. The foregoing Health/Accident Group Insurance wage having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
4. The foregoing Life Insurance having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
5. The foregoing Long Term Disability Insurance having been presented to this Common Council in open session on the date subscribed below, same are approved as written;

6. The foregoing Overtime having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
7. The foregoing Vacation Compensation having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
8. The foregoing Deferred Compensation having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
9. The foregoing Conflicting Provisions having been presented to this Common Council in open session on the date subscribed below, same are approved as written;
10. The Clerk-Treasurer of and for the City of Brazil is directed to pay the salaries to the salaried officers as more particularly stated hereinabove; AND
11. The City Attorney is directed to publish any notices, and to take any action necessary to validate this ordinance.

ORDAINED AND ESTABLISHED this _____ day of _____, 2006

ATTEST:

Thomas Arthur, Mayor and Presiding Officer of the
Common Council of the City of Brazil, Indiana

Tracy Webster, Clerk-Treasurer of the City
Of Brazil, Indiana

MEMBERS OF THE COMMON COUNCIL

AYES:

Martin Beasley

A. Ann Bradshaw

Patricia Heffner

William Lovett

James Sheese

NAYS:

Martin Beasley

A. Ann Bradshaw

Patricia Heffner

William Lovett

James Sheese

Presented by me to the Mayor of the City of Brazil, Indiana for his approval and signature on this _____ day of _____, 2006.

Tracy Webster, Clerk-Treasurer
Of the City of Brazil, Indiana

APPROVED and signed by me on this _____ day of _____, 2006, at the
hour of _____ o'clock _____ .m.

Thomas Arthur, Mayor of the City of
Brazil, Indiana